

## POSITION DESCRIPTION

<b>Position Title:</b>	<b>Specialist Clinician Children's Service</b>
<b>Reporting To:</b>	Team Leader, Children's Service
<b>Position Summary:</b>	Provide clinical assessment and intervention as part of an interdisciplinary team providing specialist treatment to children who have engaged in concerning sexualised behaviour and their families/whanau

### Organisation Context

STOP provides community-based assessment and intervention services for adolescents and adults who have engaged in harmful sexual behaviour and for children who have engaged in concerning sexualised behaviour. STOP is a charitable trust governed by a Trust Board, with a CEO responsibility for the operational aspects of the organisation and a Clinical Manager and Team Leaders each responsible for clinical services. Services are delivered across the South Island.

### Functional Relationships

Internal	External
<ul style="list-style-type: none"> <li>• Clinical Manager - Adolescent and Children's Programme</li> <li>• Team Leader – Children Service</li> <li>• Clinical staff Children's service</li> <li>• Whanau Social Worker</li> <li>• Administrative support - Adolescent and Children's Programme</li> </ul>	<ul style="list-style-type: none"> <li>• Referral agencies/professionals</li> <li>• Clients and families/whānau</li> <li>• Community organisations/ professionals</li> <li>• Other related treatment providers</li> </ul>

Key Result Areas	Performance Measures
<b>Clinical Assessment</b>	<ul style="list-style-type: none"> <li>• Clinical assessment with individual clients and their families/whanau meets best practice standards</li> <li>• Administers relevant psychometric tests as appropriate to level of training.</li> <li>• Assessment reports are of a high professional standard and the results of the assessment are communicated to both parents and child/adolescent in appropriate language.</li> </ul>
<b>Clinical Treatment</b>	<ul style="list-style-type: none"> <li>• Individual, group and family therapy is provided to a best practice standard.</li> <li>• Case Reviews are organised on time and feedback is focused and relevant.</li> <li>• Contributes to clinical planning, co-ordination and case management of the service in ways that results in effective outcomes.</li> <li>• Takes responsibility for consulting with clinical colleagues appropriately and makes sound clinical decisions</li> </ul>
<b>Records</b>	<ul style="list-style-type: none"> <li>• Keeps written records in accordance with guidelines laid down by the service</li> <li>• Statistical records are provided on time and according to service procedures.</li> </ul>
<b>Consultation and Liaison</b>	<ul style="list-style-type: none"> <li>• Builds effective working relationships with schools and provides guidance in relation to child safety</li> <li>• Liaises effectively with other services as clinical work requires.</li> <li>• Liaison with community organisations and professionals enhances outcomes for clients.</li> </ul>
<b>Supervision</b>	<ul style="list-style-type: none"> <li>• Is well prepared for supervision and makes good use of clinical and professional supervision.</li> <li>• Supervises other clinical staff within the team as required.</li> </ul>

Key Result Areas	Performance Measures
<b>Professional Standards of Practice</b>	<ul style="list-style-type: none"> <li>• Professional competencies are maintained through:               <ul style="list-style-type: none"> <li>– Regular peer review</li> <li>– Attendance at approved training opportunities, conferences, courses, in-service seminars</li> <li>– Keeps up –to-date with literature and diagnostic tools relevant to the clinical assessment and treatment of children and adolescents</li> </ul> </li> </ul>
Key Result Areas	Performance Measures
<b>Research</b>	<ul style="list-style-type: none"> <li>• Ensures that research projects are well designed, have ethics approval and are fully evaluated</li> </ul>
<b>Cultural</b>	<ul style="list-style-type: none"> <li>• Actively promotes the provision of clinical services, which reflect the cultural diversity of the client group and service area, taking into particular account the needs of Mana Whenua</li> <li>• Feedback from colleagues and clients indicates a culturally safe standard of practice</li> <li>• Service activity, development and implementation are undertaken in accordance with the principles of the Treaty of Waitangi, partnership and participation.</li> <li>• Consultation is undertaken with whanau social worker, Māori agencies and persons as appropriate.</li> </ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>• Actively supports all health and safety initiatives</li> <li>• Ensures own and others safety at all times</li> <li>• Complies with policies, procedures and safe systems of work</li> <li>• Reports all incidents/accidents in a timely manner</li> </ul>

## Competencies Required for Role

### Interpersonal Skills

- Personable and friendly, relates well to children adults. Builds an effective level of rapport with clients within a short period of time
- Excellent at reading situations. Has an intuitive feel for understanding people's views and intentions
- Ability to make difficult decisions under pressure
- Ability to be resilient under stress and have strategies for dealing effectively with stress
- Effectively communicates in challenging situations
- Able to be assertive and stand firm on issues when appropriate

### Skills and Knowledge

- Have a professional qualification in psychology, counselling, social work or equivalent
- Proven competency in clinical assessment and treatment of child mental health problems
- Has an understanding of trauma informed clinical practice
- May have an understanding and experience in therapeutic work with concerning sexualised behaviour with children
- May have an understanding of the key frameworks/clinical practices in the area of concerning sexualised behaviour intervention
- Experience and demonstrated competence in individual therapy, group therapy and family therapy with children
- May have some experience in work with children with developmental delay, learning disabilities and intellectual disabilities
- Demonstrate a high degree of personal awareness, with an ability to address transference and countertransference issues in relation to clinical work
- Commitment and knowledge of best practice supervisory practices and audit procedures
- Professional interest and skills in evaluation and research
- Have a working knowledge of the Treaty of Waitangi and the implementation of its principles, both generally and in the context of abuse
- Demonstrates effective and sensitive approaches to working with peoples of different and diverse cultural backgrounds
- Proven effectiveness in liaison and networking with community groups, agencies, and statutory organisations
- Demonstrated use of best practice methods of accountability and professional standards

### Communication Skills

- Effective organisational skills
- Effective verbal and written communication skills in a range of settings
- Communication approach is appropriate for context and purpose required

## **Problem Solving**

- Able to analyse multi-dimensional issues and identify the key issues in a complex situation. Sees the opportunities, implications and potential risks of such situations
- Solutions and judgements are supported by reasoned analysis that takes into account causes and consequences. Generates innovative solutions
- Able to think quickly and provide a reasoned response
- Considers the wider implications of their actions and decisions. Balances taking a short and medium-perspective.

## **Excellence Focus**

- Is self-motivated in setting challenging goals and targets for themselves and is motivated to achieve goals and objectives of the service.
- Has a sound level of insight into own strengths and weaknesses, and is committed to addressing areas of weakness.
- Adapts easily to changes in the work context. Proactively manages conflicting demands on time.

## **Personal Attributes and Values**

- Have a sound awareness of gender issues and the social context in which abuse occurs
- Demonstrate evidence of leading a non-abusive lifestyle and have resolved any issues of past abuse in ways that would not interfere with undertaking this work
- Sense of humour
- Ability to work closely with others in a cooperative manner to achieve professional and organisation goals
- Is aware how their own actions reflect on the employing organisation, and interacts with others (e.g. team members, clients, community) accordingly
- Is positive about demonstrating respect for other staff, clients and community group members

## **Conditions of Employment**

- Full time ( 40hours per week)
- Monday to Friday some evening work is required and time in lieu is granted to cover this requirement

## **Annual Leave**

- Entitlement:- 5 weeks per annum pro rata
- Annual leave is to be taken within the year it is due (unless negotiated otherwise), calculated from the commencement date of employment
- Leave entitlement is established on a full time equivalent employment basis.

## **Other conditions**

- STOP provides clinical supervision and professional training for Employees